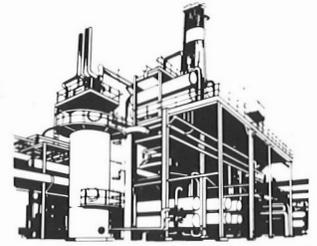


# WOOD RIVER REVIEW

WOOD RIVER MANUFACTURING COMPLEX



VOL. 48, NO. 5 MAY, 1985

## Gallon bottle line looks promising



*Dave Hutton, project engineer for the gallon bottle line, smiles as he watches the new system fill and package Rotella T<sup>®</sup> gallon jugs at a rate of 90 gallons per minute.*

The clicking syncopation of plastic bottles is a new sound echoing through the Packaged Lubricants Warehouse. That sound began in early April when the Compounding department began operating a network of state-of-the-art automated equipment otherwise known as, the gallon bottle line.

The gallon bottle line is a complete packaging system for Rimula<sup>®</sup>, Rotella<sup>®</sup> and Rotella T<sup>®</sup>, heavy duty motor oils. The electronically controlled packaging system is monitored by three full-time operators; **Brad Darr**, **Bob Ware**, and **Bill Goetten**, with the support of a machinist, lift truck driver, electrician and laborer.

The line is designed to fill, cap, box and finally, plastic seal the one gallon bottles at a rate of 90 gallons per mi-

nute. Currently, the bottle line is producing 3,400 cases or 20,400 gallons of heavy duty motor oil a day. Once the system is thoroughly debugged and running smoothly production figures are expected to jump to 5,000 cases or 30,000 gallons of heavy duty motor oil a day. **Jim Thatcher**, process manager, Compounding, expects that the system will package at least five million gallons of heavy duty oil in the next 12 months.

The system is a combination of Shell's Metairie and Sewaren Plant's similar packaging operations along with the latest packaging technology according to project engineer, **Dave Hutton**.

Since the success of the heavy duty motor oils in gallon bottles has been so great, plans are being studied for expanding the gallon size bottle to other lubricants.

## Wellness -- a lifetime investment

"What is 'Wellness'?" asks **Dr. Robert Marnoy**, HS&E corporate medical.

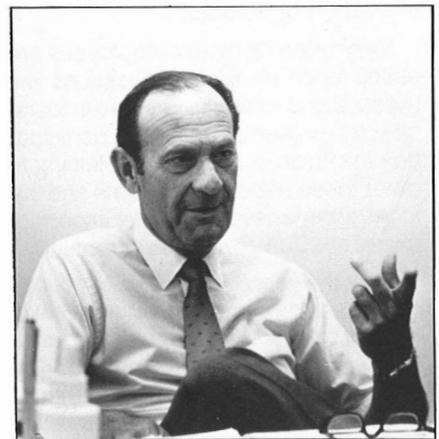
"It's trying to get people to make an investment of themselves. People meet the needs of students and the local community is one very important role of the Complex in the community. better quality of life," explains Marnoy.

"Additionally, I would have to say that employees at plants tend to be in good shape," adds Marnoy.

Wellness is the topic of a booklet issued by the Corporate Medical Department and recently mailed to all Shell employees homes. As described in the booklet, wellness is a positive state of being that includes mental, emotional and spiritual well-being as well as, physical health.

The booklet contains information and helpful tips on nutrition, weight control, exercise, alcohol, smoking and stress management. The easy-to-read booklet also tells the real story

on the value of junk food, aerobic exercise and physical aging, just to name a few.



*"I would say that employees in the plants tend to be in good shape," says Dr. Robert Marnoy, corporate medical in Head Office. Wellness is the topic of a new book being sent to all Shell employees. The booklet discusses nutrition, weight control, exercise, alcohol, smoking and stress management.*

# Participation in education



**Gina Pruitt, process engineer - Environmental/Conservation, addresses the Missouri Regional Junior Science, Engineering and Humanities Symposium group visiting the Complex on March 16. Pruitt fielded student questions from environmental issues to job opportunities.**



**Roy St. Pierre, superintendent of Facilities Support (second right) and Don Baker, manager of Community Relations (far right) present Earl Lazer-son, president of Southern Illinois University at Edwardsville (second left) and David Werner, dean of SIUE's School of Business (far left), with a check from the Shell Assists program for \$2,000. This is the second grant contributed to SIUE from the Shell Companies Foundation, Inc. The grant is offered on a five-year rotational basis with a potential for a total grant of \$10,000.**

"How do you make gasoline?"

"Why do you burn those flairs?"

"What subjects should I take in order to prepare myself for a job in the oil industry?"

"How much money does Shell give in support of education?"

Very often Complex employees are called upon to answer questions like these and lend their expertise in tours, special presentations and participation in classroom teaching. Helping to meet these needs of students and the local community is one very important role of the Complex in the community.

Over the years, the needs of education have become increasingly clear in society's changing needs for men and women with special capabilities and in the financial difficulties of many academic institutions. The Complex is participating in a number of programs to enhance the quality of education in the states of Missouri and Illinois through the Shell Companies Foundation, Inc.

The Foundation's aid-to-education programs are based on the assumption that needs are national. The Foundation believes that its donations

do the most good as parts of structured programs -- programs that balance the most pressing needs of education against available Foundation funds and that recognize the value of continuity in the broad structure of its support programs.

In 1984 the Foundation contributed, through its aid-to-education, approximately \$700,000 for basic research, student aid, faculty development, modernization of research equipment, departmental grants and matching gifts to 64 colleges and universities in Illinois and Missouri. These funds have updated research facilities, enabled outstanding students to pursue their doctorates, provided some of America's budding scientists with the opportunity to pursue their research and provided a distinguished scientist with the means and incentive to pioneer new directions in research.

Last year Shell Companies Foundation, Inc. contributed to educational programs in 650 colleges and universities across the United States. Since the beginning of Shell's official support to education in 1953 the Foundation has contributed over 76 million

dollars.

Locally, the Complex has supported educational needs by participating in a variety of activities benefitting the educational community. Recently, WRMC hosted a group of 50 area teachers participating in the Energy 80 program. **Greg Gudac**, area engineer, EOS Utilities and Electrical and **Dave Jacober**, process engineer, Environmental Conservation/Utilities served as hosts for the group and conducted a tour of the Complex, answered questions and explained technical processes. The Energy 80 program, sponsored by the Enterprise for Education Foundation, is designed to broaden junior high school students understanding of the physical laws of energy, the history of energy in the U.S., the economics of energy and energy conservation. Shell's participation in the program includes providing comprehensive packages of background energy materials and lesson plans, involvement in classroom activities and hosting tours for students and teachers. The information presented through the Energy 80 program was developed without industry funding and does not represent the

point of view of any particular industry. The objective of the program is to raise the student's awareness of the pervasive role of energy in their lives from fueling their bodies to fueling the industry. It also increases students' understanding of the options available for energy supply and use.

Junior Achievement is another education program funded through the Shell Companies Foundation and supported by the Complex. Each year, Shell provides up to eight Project Business consultants to work with area teachers to teach economic education. Project Business is a flexible economic education program which fits into a school's curriculum by supplementing an existing social studies, economics or math class. The program operates through volunteer employees working with a teacher for one class period each week. The program is targeted at the eighth and ninth grade levels. There are seven topics available for study, each of which takes an average of three class periods to complete. The seven topics are:

- The Nature of Economics
- The American Economy and Its Problems
- Money and Banking
- The U.S. Market System
- Financial Statements
- Choosing a Career
- Consumerism

The Complex also sponsored a workshop for the Missouri Regional Junior Science, Engineering and Humanities Symposium held March 16. **Gina Pruitt**, process engineer, Environmental/Conservation and Gudac welcomed the high school students and teachers with a presentation on refining processes and a tour of the Complex. The students were selected to participate in the symposium based upon their science, mathematic and engineering aptitude.

Most recently, **Jan Steinmetz**, Employee Relations analyst and **Don Baker**, manager of Community Relations, represented the Complex and answered high school students questions regarding career options and college requirements at SIUE's Career Day.

These are just a few of the programs the Complex supports and only a small sampling of the programs the Foundation sponsors and endorses in Shell's ongoing effort to enhance the overall quality of education.

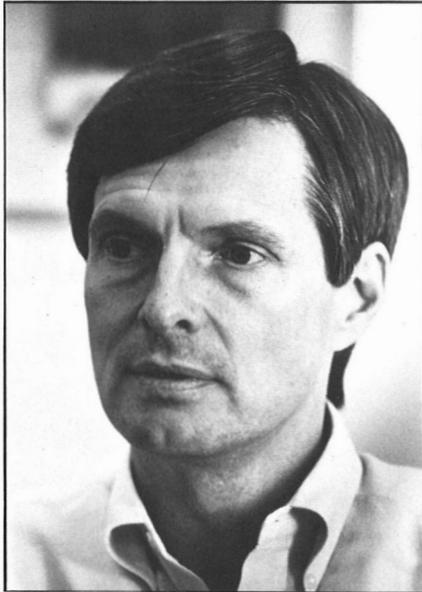


**Abe King**, operations foreman in Dispatching, tells high school students how gasoline is blended by using the computerized equipment in the Dispatching control room.



**Greg Gudac**, area engineer - EOS Utilities and Electrical (far left) and **Dave Jacober**, process engineer - Environmental Conservation/Utilities (center) host area teachers who were participants in the Complex-sponsored Energy 80 workshop. Energy 80, jointly sponsored by Shell and other energy companies, is designed to increase students understanding of energy related topics.

# Mission impossible? No way, say complex employees



**Tom Moody, Complex superintendent, discusses the Complex's mission and how it affects business, jobs and employees. Also, complex employees give their perspective of the Complex mission.**



**Dick Farmer, area engineer --** "The mission is to keep Shell as being one of the best companies in the business by getting more involvement throughout the system. Organizational effectiveness will improve WRMC's ability to use available resources, meaning people. A lot of engineers with a few years of experience should rely upon the knowledge of those who have been working in the Complex for many years."

"Helping people understand how to get their hands on the oars and how their action helps move the boat forward is one very important idea we must understand in order to fulfill the Complex's mission," explains **Tom Moody**, Complex superintendent.

"The essence of our mission is that we are here to run a great deal of complicated machinery in a safe and cost efficient way so that in the end we get Shell products out into the marketplace. At the same time recognizing that people, Complex employees, are our most important resource," adds Moody.

"A long time ago Shell put Wood River up here as one very important arm of conducting business. Looking at Wood River now you find that it is situated right in the middle of Shell's most important Eastern Region marketplace. The Complex is interconnected and supplied through a network of pipelines that move raw materials from Shell Eastern Region production to the markets we serve," says Moody.

"Today Shell is expressing a tremendous vote of confidence in Wood River as a place that's intended to be a survivor and a very important part of its manufacturing system. The amount of money they have invested



**John Heinemann, technical manager, Engineering Projects & Services --** "WRMC's goals right now are to get the most out of its employees by maximizing their talents and therefore, producing products as efficiently as possible."

in Major Projects is an outward expression of that vote of confidence. In the U.S. there is still too much refining capacity and very few companies are investing money in refining. Shell however, and specifically at Wood River, is investing to become more modern and efficient," says Moody.

"There have been many refineries permanently shut down and there have been market withdrawals in our area. While refinery closings increase our opportunity they aren't a gift exactly. Closings don't relieve us of our obligation to be cost effective and competitive. There are plenty of other people willing to fill the market vacuum that a withdrawal leaves; therefore, we dare not get complacent," says Moody.

"In comparison to our competitors we are just about in the middle of the pack or maybe a little less than the middle. I guess I would have to say at this point that there is a mixed set of results. It's true that at the end of 1984 Shell had done better than any other refining and marketing company. WRMC however, didn't do as well as we could have considering our capabilities," according to Moody.

"There are several factors that come into play when placing a company among its competitors. In Wood River's case these might be our utili-



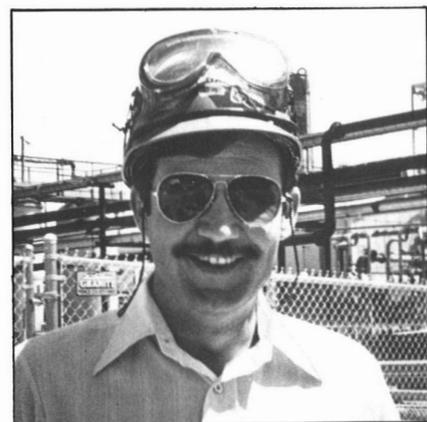
**Joann Manning, senior draftsman --** "My first thought when I think of our mission in the Complex is that we should increase our competitiveness in the industry by becoming more efficient and in the long run enhance the operation in the Complex."

zation rate, cost of preventive maintenance and fuel, thorough work planning, equipment reliability and of course, our people," says Moody.

"Hopefully, at the end of next year we will have completed our Major Projects effort that will really make the Complex quite modern, increase our yield and decrease our fuel costs. Another way we plan to improve our position is through team management or organization effectiveness. These 'fixes' that we are putting into place with MPO and organizational effectiveness are essential to our survival and intended to place us above the middle of the pack in a leadership position," explains Moody.



**Margaret Middlecoff**, senior administrative secretary -- "I think the mission statement is designed to enrich WRMC employees as individuals if it is accepted and put to use in our daily jobs. If we do this the Complex will become more effective and competitive while enriching the community in which we live."



**Jim Darr**, foreman, Maintenance -- "I think WRMC's mission is to produce the best quality product for the least amount of money while providing jobs for the people in the area. For instance, the shutdown group that I work in has to be able to do top quality work with the least amount of people as possible."

"If I asked several different Complex employees what our mission was at Wood River I probably wouldn't get the same response. What I do get is a terrific amount of enthusiasm from people who wish to increase their responsibilities for the work they do. Almost everyone I talk to has ideas about how they can do their work better. Everyone I know wants to do a good job. No one wants to think that they have wasted their time, done a poor job or worse yet, done something that didn't need doing," says Moody.

"One of the things that we must do at Wood River is put people in a position where they know what is wanted, have access to the appropriate



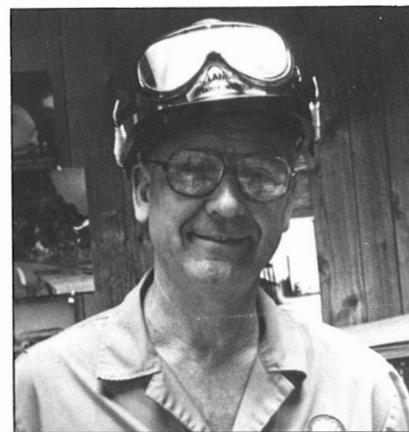
**Cathy Bach**, senior secretary -- "I think WRMC's mission is to produce quality products at a low price, maintain high safety and environmental standards and provide challenging and rewarding jobs for the community."



**Jim Cox**, electrician I -- "As a craftsman you have to have pride in the way you do your work. Do the best job you can by planning ahead and thinking about the job before you ever pick up a tool. Having a safety conscious attitude is very important also. If every person were his own safety man than we would all be able to do our jobs safely and efficiently."

materials and the freedom to do whatever needs doing. The way you do that is through a process of continual change at a pace that people can accommodate, absorb and continue to increase their stake in what they are doing. One thing that won't change is the importance that the mission places on the people inside this mechanical town we run to boil oil. The fact is good for the long pull," according to Moody.

"There is no standing still in this business, there never has been and I don't see that there ever will be. So the bottom line is that we must get better and better at achieving our mission," says Moody.



**LeRoy Langendorf**, senior safety inspector -- "Do the job as well as you know how and as safely as you can. If you do those two things I think everything else will just fall into place."



**Howard Green**, shutdown coordinator -- "I see the mission statement as being the company's statement of its expectations and goals. I see myself as a member of Shell's team helping to achieve the goals and expectations of the company. I think in a large organization you can sometimes get lost in the numbers and the mission statement helps tell how you fit in."

## SRA Happenings

### SRA Bass Fishing Tournament

The SRA Bass Fishing Tournament held on April 15 at Lake of Egypt drew 35 entrants. First place went to **Mike Mcberg** with an eight-pound, four-ounce tournament winning bass and second place to **Phil Parks** with a seven pound winner.

The next tournament held May 4 had 21 entrants. **Lloyd Behme** won with a two-pound, 11-ounce bass and **Brian Behme** took second place with his two-pound winner.

### Use hearing protection

Hearing protection should be considered as vital as safety glasses, a hardhat or a respirator. Regular use of hearing protection is the best insurance against hearing loss and impairment where noise levels are high.

Too much noise for long periods of time or certain types of noise even for short periods of time can cause loss of hearing. Today -- millions of Americans have measurable hearing losses. Eight million more are exposed to on-the-job noise levels that may permanently damage their hearing.

Permanent hearing loss occurs when the ear is continually exposed to excess noise and gradually becomes unable to recover from temporary hearing loss. Signs of permanent hearing loss include:

- inability to hear high-pitched or soft thuds
- trouble understanding conversation or speech heard over the telephone
- ringing or roaring in the ears.

Temporary hearing loss can be caused by exposure to loud noise for a few hours. Fortunately, hearing is usually restored after a period of time away from the noise.

Protect your hearing from damage or loss. Use protective devices in noisy area -- on and off the job. Learn the ear protection regulations for areas in which you work and have your hearing tested periodically. Remember no cure exists for hearing loss caused by noise.

### SRA Family Day

SRA Family Day will be held Saturday, June 15, from 11:00 a.m. - 8:00 p.m. at the Roxana Park (park entrance is next to Roxana High School at 13th and Tennyson Streets). There will be **no charge** for the day's activities. A catered meal will be served all afternoon beginning at 1:00 p.m. There will be swimming, carnival rides, softball, volleyball, horseshoes, and live music provided from 3-7 p.m. Free frisbees will also be given to the first 500 children. Plan to come for a full day of fun!!

### SRA Volleyball

The winners of this year's SRA Volleyball League was the B-Team.

Members of the winning team were **Mark Booth, Kenny Hudson, Jane Johnson, Greg Larsen, Mike Lytton, Jay Rankin, Brian Semmler, and Mike Sohmer.** The B-Team ended the season with a 27-7 record. In the championship match, the B-Team defeated the Smashers in three out of five games. Congratulations B-Team!

## Anniversaries



**Bill Wimmersberg**  
Quality Assurance  
30 years



**Frank Roberts**  
EOS  
25 years



**Mike Semanik**  
Maintenance  
30 years

## In Remembrance



**T.R. Deen**



**C. Wilson**



**E. W. Winkle**



**R.H. Schindewolf**



**E.A. Carter**

**Thomas R. Deen**, 77, died April 30. Mr. Deen was a pipefitter, Engineering Field, before retiring in 1970 after 34 years of service.

**Clarence Wilson**, 76, died April 26. Mr. Wilson was a compounder 1st, Compounding Department, before retiring in 1963 after 32 years of service.

**E.W. Winkle**, 67, died April 24. Mr. Winkle was a special tester, Quality Assurance, before retiring in 1982 after 40 years of service.

**Raymond H. Schindewolf**, 75, died May 6. Mr. Schindewolf was a research engineer, Research Laboratory, before retiring in 1970 after 42 years of service.

**Ethan A. Carter**, 80, died April 23. Mr. Carter was a loader, Dispatcher, before retiring in 1966 after 22 years of service.

# Retirements



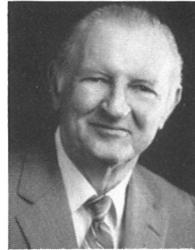
**Cele McLagan**  
Financial  
23 years



**Joe Clerico**  
Maintenance  
32 years



**Sully Sullivan**  
EP&S  
41 years



**"O.C." Johnson**  
Maintenance  
30 years



**Pete Tucker**  
Maintenance  
38 years



**Paul Zerlan**  
Maintenance  
36 years



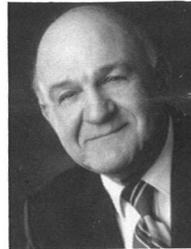
**Ralph Peters**  
Maintenance  
33 years



**Stanley Darr**  
LOP-Distilling  
36 years



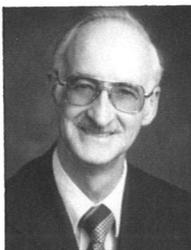
**Goldy Goldasich**  
Maintenance  
32 years



**Deno Filippini**  
Lubricants  
32 years



**Al Amrein**  
Envir Conserv  
37 years



**Henry Tepen**  
Lubricants  
26 years



**Hib Eberhart**  
Lubricants  
37 years



**Leroy Ducommun**  
Maintenance  
36 years

# New to WRMC



**Jeff Blackwell**  
Financial



**Holly Blackwell**  
Financial



**Pete Dochwat**  
Maintenance



**Ralph Lambert**  
Computer Serv



**Bob Whitaker**  
EOS



**Charlie Giardina**  
Financial



**Bruce Orr**  
Maintenance



**Brenda Nailor**  
Financial



**Garry Oliver**  
Quality Assur



**Rick Haase**  
Maintenance



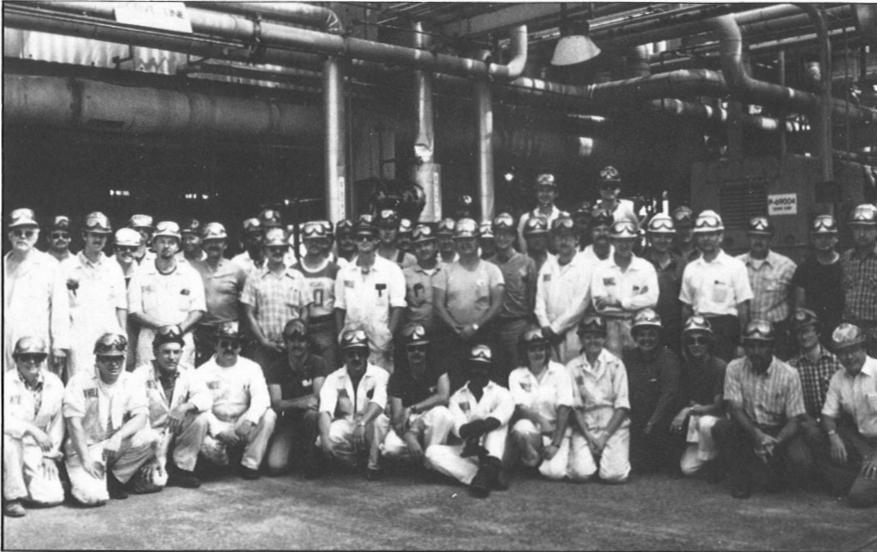
**Don Ford**  
Quality Assur



**Jomana Amara**  
EOS

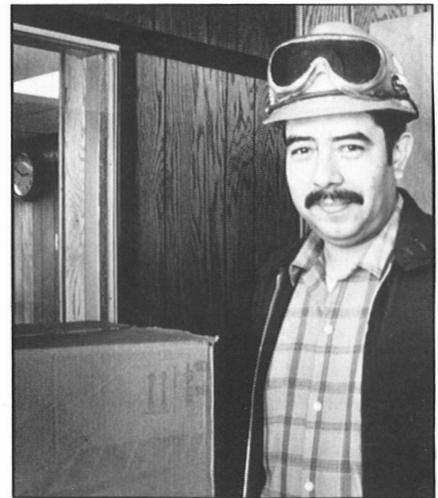


**Don Treat**  
EOS



## They did it again and again

*This group of employees from Maintenance, Operations, EOS, EP&S and Safety & Hygiene can't help but smile as they are once again recognized for completing 3,000 man days without a single nurse case during the HDU-2 shutdown.*



## Cervantes wins May Safety Calendar Contest

*Leonard Cervantes, operator in the Cracking department was the winner of the May Safety Calendar Contest. Cervantes correctly identified the safety slogan for the month of May and submitted his entry blank from the back of his safety calendar. The drawing for the Safety Calendar Contest is held the fourth Monday of every month and the deadline for registering for the drawing is the third Friday of each. Be sure to register for next month's contest. You could be a winner, too.*

### Classified Ads

**For Sale:** Wilson set golf clubs, bad, carter, \$20 each. Call **Francis Pullen**, 465-7023. Cash only.

**For Sale:** Resort membership, Hickory Shores on Carlyle Lake. Contact **W.A. Machalik**, 217-835-2656.

**For Sale:** Combination Lowboy

Trailer, single axle with springs, 4x12 box or 6x12 flat, holds 3500 pounds, \$220. Call **Larry Fencel**, 618-656-0174.

**For Sale:** 1983 Ford Ranger Pickup, 2.3 liter engine, five-speed, p.s., camper shell, 14,600 miles. Call **Jeff Dial**, 618-251-5328.

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